

country for the bad ones, and California is the worst offender among them.

"There is no excuse for them and it causes us to reject ten per cent. of the conscripts sent. This percentage is rising steadily. Some of the men were not even stripped during the examination or such mistakes could not be made. One man took off a false foot when told to remove his clothes, here. Another had such a scar in the palm of his hand that he could not open it far enough to grasp a twenty-dollar gold piece offered him as a present.

"The surgeon in charge of these examinations here tells me that he is ashamed of our State. The enlistment of these defectives who, later, are thrown out in the cantonments, is an enormous Governmental expense. He figured that the lowest possible estimation, that of the 30,000 conscripts, such percentage will have to be returned that it will cost the Government \$150,000. These rejections would not include such things as hernia, varicocele, and minor defects which we can repair, but those which can not be remedied, and which should have been discovered prior to enlistment. All this is a discredit to our examining boards and a shame to the State.

"Being in the Army, I do not wish to be quoted.

"Major.....M. R. C."

October 7, 1917.

MINIMUM WAGE LAW OUTLINED.

To Whom It May Concern:

Take Notice: That pursuant to and by virtue of the authority vested in it by the Statutes of California, 1913, Chapter 324, and amendments thereto, and after public hearing duly had in the City and County of San Francisco, on Friday, June 15, 1917, the Industrial Welfare Commission of the State of California does hereby order that:

1. No person, firm or corporation shall employ, or suffer or permit an experienced woman to be employed in the mercantile industry in California at a rate of wages less than \$10.00 per week (\$43.33 per month).

2. The wages of learners may be less than the minimum rate prescribed for experienced workers provided:

(a) That learners entering employment under 18 years of age be paid an initial weekly wage of not less than \$6.00 per week (\$26.00 per month) for the first six months of employment; for the second six months not less than \$6.50 per week (\$28.17 per month); for the third six months not less than \$7.00 per week (\$30.33 per month), and for the fourth six months not less than \$7.50 per week (\$32.50 per month), and for the fifth six months, or when 18 years of age not less than \$8.00 per week (\$34.67 per month).

(b) That learners entering employment 18 years of age and under 20 years of age be paid an initial weekly wage of not less than \$8.00 per week (\$34.67 per month) for the first six months of employment; not less than \$8.50 per week (\$36.83 per month) for the second six months; not less than \$9.00 per week (\$39.00 per month) for the third six months; not less than \$9.50 per week (\$41.17 per month) for the fourth six months, and thereafter shall be deemed experienced workers and shall be paid not less than the minimum rate for experienced workers.

(c) That learners entering employment 20 years of age or over be paid an initial weekly wage of not less than \$8.00 per week (\$34.67 per month) for the first six months of employment; for the second six months not less than \$8.50 per week (\$36.83 per month); for the third six months not less than \$9.00 per week (\$39.00 per month), and thereafter shall be deemed experienced workers

and shall be paid not less than the minimum rate for experienced workers.

3. The total number of adult and minor learners in any establishment shall not exceed 25 per cent. of the total number of women and minors employed. In computing the total number of women and minors, "temporary" and "special" workers shall not be included.

4. Where payment of wages is made upon a commission or bonus system, wages shall be computed weekly and the same wage, plus the bonus or commission, shall be not less than the minimum rate for the wage group in which the worker belongs.

5. All adult "special" women employees shall be paid not less than \$1.67 per day. All minor "special" employees shall be paid not less than \$1.25 per day.

6. All "part-time" workers, except waitresses,* shall be paid not less than the minimum rate for an eight-hour day.

(a) Students attending accredited vocational, continuation or cooperative schools may be employed at part-time work on Special Permits from the Commission, and at special rates to be determined by the Commission.

7. No person, firm or corporation shall employ or suffer or permit a woman or minor to work in the mercantile industry more than eight hours in any one day or more than forty-eight hours in any week.

8. All women and minors now employed in the mercantile industry must be rated and paid in accordance with their experience and age as in the above-mentioned regulations.

9. A license may be issued by the Commission to a woman physically disabled by age or otherwise authorizing the employment of such licensee for a wage less than the legal minimum wage; and the Commission shall fix a special minimum for such a woman.

10. The Commission shall exercise exclusive jurisdiction over all questions arising as to the administration and interpretation of these orders.

A "temporary" worker is a person employed during the holidays for a period not to exceed four (4) weeks.

A "special" worker is one who works less than six (6) days a week.

A "part-time" worker is one who works less than eight (8) hours per day.

A "learner" is a woman or minor who (1) is employed in learning the mercantile industry by an employer who provides the learner with reasonable facilities for such learning; and (2) has received a certificate or has been registered as a learner by the Commission.

Provided that an employer may employ a learner for a period not to exceed one week pending application to the Commission for a certificate and registration of such learner.

This order shall become effective sixty (60) days from the date hereof.

Dated at San Francisco, July 6, 1917. Attest: Katherine Philips Edson, Executive Officer.

Industrial Welfare Commission, State of California. Frank J. Murasky, Chairman, Katherine Philips Edson, A. B. C. Dohrmann, Walter G. Mathewson, Alexander Goldstein.

"Every employer or other person who, either individually or as an officer, agent or employee of a corporation, or other persons, violates or refuses or neglects to comply with the provisions of this act, or any orders or rulings of this Com-

* Special minimum rates for "part-time" work waitresses will be determined when the orders are made in the hotel and restaurant industry.

mission, shall be guilty of a misdemeanor, and upon conviction thereof be punished by a fine of not less than fifty dollars, or by imprisonment for not less than thirty days or by both such fine and imprisonment."

"For the purpose of this act, a minor is defined to be a person of either sex under the age of eighteen years."

Note.—Any firm wishing to employ either minor or adult learners must send to the Industrial Welfare Commission, where they will receive blank applications.

County Societies

ALAMEDA COUNTY.

Dr. Ernest H. Pape, of 1720 Oxford street, son of George C. Pape, who enlisted some time ago in the Medical Reserve Corps, has received his commission as first lieutenant in the medical service of the United States Army. Dr. Pape has offices in the First National Bank Building and is the county physician of Berkeley, Albany and Piedmont. He is awaiting orders to take up his work.

At the meeting of the Alameda County Medical Association, which was held October 1, 1917, at the Hotel Oakland, Oakland, the program was as follows:

1. Injuries to the Peripheral Nerves. Dr. Leo Eloesser, San Francisco.
2. Bismuth-Iodoform Treatment of Recent Wounds. Dr. M. L. Emerson.
3. Hydropathy. Dr. M. S. Kimbul.

AMADOR COUNTY.

Dr. Geo. H. Sciaroni, of Sutter Creek, has been summoned to report for military duty, and expects to be located near San Diego for the present. Dr. Sciaroni graduated from a medical college in Little Rock, Arkansas, about two years ago, since which time he has been practising in Sutter Creek.

KERN COUNTY.

A general call was made by Drs. H. H. Sherk and Stanley P. Black, Health Officers of Pasadena, through the Kern County Medical Society, to the medical profession of Kern County, to give them first-hand information relative to Medical Preparedness, Medical Officers' Reserve Corps, etc., this being one of their week-end trips to appear before meetings of the medical profession in the southern part of the state.

Drs. Sherk and Black arrived by machine from Pasadena at 8 p. m. September 14th, and after a hurried lunch were taken to the office of City Health Officer Dr. J. P. Cuneo, where they met some thirty members of the medical profession of Kern County. One, Dr. Wm. B. Smith of Kernville, had traveled 65 miles to attend the call, returning again that night. Also Dr. Katherine Ellis was patriotic enough to attend.

In the absence of Dr. F. J. Gundry, president of the society, now in the east doing post-graduate work, and Dr. J. A. Copeland, vice-president, of McFarland, whose professional duties detained him, the secretary opened the meeting at 8:30, introducing Dr. H. H. Sherk, who gave a clear outline of what had been done and what was expected to be done to assist the United States. He also requested that this society use every effort to see that the U. S. Senators were enlightened on the necessity of supporting the Owen amendment to the Senate Bill No. 1786, increasing the rank of the Medical Officers to a corresponding rank with Medical Officers in the Allied armies.

It was moved, seconded and carried unanimously that the secretary communicate with U. S. Senators, calling their attention to this amendment, and also urge the State Society officials

to take up this matter at once with the civic and official bodies of Kern County to the same end.

A committee consisting of Dr. S. T. Smith, past president; Dr. Geo. Buchner, past president and member of Board of Censors, and Dr. G. C. Sabichi, were appointed to take up the matter.

Dr. Black was then introduced and impressed the meeting with the necessity of informing the Government at the earliest possible moment that they were ready to go, unless physically disqualified for service.

Dr. Gayle Moseley was then introduced, he being a member of the District Exemption Board now in session. He threw some lights and shadows on being a member of a District Exemption Board, and requested the profession to be very careful and very definite in certificates given to recruits asking for exemption.

Dr. W. H. Cook, late major, spoke very interestingly on the actual experience of one with twelve years' service, both as a line and medical officer, and expressed keen regret that he was not now in active service.

It was noted that Kern County had already supplied to the service as captain, Dr. C. W. Kellogg, as lieutenants, Drs. Marshall, McLain, Blood and Bumgarner.

A vote of thanks was extended to Drs. Sherk and Black, who returned to Pasadena that night; also to Dr. Moseley for his interesting and helpful talk. The meeting adjourned, voting that it was a very successful meeting.

C. A. MORRIS, Secretary.

LOS ANGELES COUNTY.

In response to urgent cable requests from the American Red Cross commission to France, a third detachment of child-welfare doctors and nurses will be sent to France. Included in the party is Dr. Helen H. Woodroffe, of Ocean Park, Cal.

Dr. H. Bert. Ellis a Trustee of the A. M. A.

At the last meeting of the American Medical Association, Dr. H. Bert. Ellis of Los Angeles was honored by being elected a member of the Board of Trustees of the A. M. A.

This Board has in its keeping the enormous professional and financial interests of the A. M. A. and a trusteeship is one of the very highest honors in the gift of the Association.

This election is a distinct recognition of the many years of faithful work by Dr. Ellis in behalf of organized medicine.

MENDOCINO COUNTY.

Sept. 18, 1917.

My Dear Doctor:

How is it that none of you take the trouble to write and keep your secretary posted on happenings—medical—in your locality? How am I to know if no one keeps me posted? Besides, the editor of the State Journal, in his comments, tells you to go after your county editor. Please do, then we will get some interest in the game. If nothing else will stir you, the anticipation of seeing your secretary editor getting it "in the neck" ought to bring both letters and attendance.

Fraternally yours,

OSWALD H. BECKMAN,

Secretary and County Associate Editor for the Mendocino County Medical Society.

Dear Doctor:

If my letters some scolding do
They were meant to benefit you.
If I from you some news expect
And write to you to that effect,
You should at once help do your part.
Send me the news, do make a start.
And if the news from you be none,
Please write a note to me for fun.

Fraternally,

Your Sec., Editor, O. H. B.